

SUSTAINABILITY THAT GROWS

SUSTAINABILITY REPORT 2026

Table of Contents

SECTION 1 - INTRODUCTION

- Message from the Chairman
- About this Report

SECTION 2 - ABOUT US

- Cono Group at a Glance
- What Guides Us
- What Our Logo Represents
- Where and How We Operate
- Our Value Chain
- Certifications, Audits and Standards
- Industry Memberships

SECTION 3 - SUSTAINABILITY APPROACH

- Identifying What Matters
- ESG Governance
- Sustainability Strategy
- Our Contribution to the SDGs
- Goals and Ambitions

SECTION 4 - ENVIRONMENTAL STEWARDSHIP

- Soil Health
- Soil Monitoring
- Water and Effluent
- Waste Management
- Action Taken: Strengthening the Recycling Programme
- Responsible Pesticide Management
- Emissions and Climate Change
- Biodiversity
- Action Taken: Planting Native Trees at Our Processing Plant
- Digital Agriculture and Data-Driven Decision-Making

SECTION 5 - FOOD SAFETY & QUALITY

- Food Safety & Quality
- Complaint Management
- Traceability

SECTION 6 - EMPLOYEE DEVELOPMENT AND WELL-BEING

- People & Development
- Occupational Health and Safety
- Health and Well-Being
- Diversity and Inclusion
- A Fair and Responsible Employer
- Action Taken: Creating a Good Work Environment

SECTION 7 - COMMUNITY ENGAGEMENT

- Community Engagement

SECTION 8 - CORPORATE GOVERNANCE

- Compliance
- Code of Conduct
- Human Rights
- Anti-Corruption

SECTION 9 - APPENDIX

- The Value of Pulses



SECTION 1

Introduction

Why we report, what we cover and how to read it

Message from the Chairman



Thomas Braun
Chairman of the Board of Directors
Cono Group AG

Dear Stakeholders,

Climate volatility is reshaping agriculture. El Niño strengthened during 2026, increasing the likelihood of heatwaves, drought and heavy rainfall in many parts of the world. For a business rooted in agriculture, this reinforces the need to protect soil and water, support our people and build resilient supply chains.

During the reporting period, Cono Group expanded the collection of soil, water and waste data, continued recycling and reuse initiatives, invested in training and workplace improvements, used rail for eligible export shipments and advanced digital tools to strengthen traceability, operational control and decision-making.

This progress is meaningful, but our systems are still developing. We need more complete baselines for greenhouse gas emissions, water and waste; clearer measurable targets; and more consistent performance reporting. This report therefore presents both our achievements and the areas where further work is required.

Long-term progress depends on collaboration with employees, growers, suppliers, logistics providers, customers and local communities. Their expertise and continued support are essential as we work towards a more resilient and responsible food system. We remain committed to continuous improvement, responsible business conduct and transparent reporting.

Sincerely,
Thomas Braun

About this Report

This report presents Cono Group’s sustainability approach, activities, progress and priorities for the 2026 reporting cycle. It provides an overview of the main environmental, social and governance topics relevant to our agricultural, processing and trading activities.

Throughout this report, “Cono Group”, “the Group” and “Cono” refer to the entities included within the reporting scope. Where information applies only to a specific company, site or activity, this is clearly identified.

The information presented was compiled by the relevant internal functions and reviewed internally. Data, certifications, policies, targets and commitments are included where available and applicable. The report has not received external assurance.

Report	Cono Group Sustainability Report 2026
Entities in scope:	Cono Group AG, Cono Trading International AG and Cono S.A.
Reporting period:	1 August 2025 – 31 July 2026
Publication date:	August 2026
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External assurance:	None
Contact:	info@cono-group.com



SECTION 2

About us

Who we are, where we operate
and what guides us

Cono Group at a Glance

Our name reflects where we come from.

Cono stands for Córdoba Norte, the region where the Braun family began farming more than 50 years ago. From these roots, Cono Group has grown into a family-owned, vertically integrated agri-food company, producing, processing and exporting premium pulses and specialty crops to customers in more than 50 countries.

Headquartered in Baar, Switzerland, where Group governance and commercial operations are based, Cono farms across Argentina's principal agricultural regions. The Group owns more than 17,000 hectares in Córdoba and Santiago del Estero and farms additional leased land in Salta. Together with long-term co-growing partners and selective purchasing, this provides a broad and reliable production base, with the majority of volume coming from our own fields.

At our BRCGS-certified facility in Córdoba, products are cleaned, graded and packed under rigorous food-safety standards, maintaining close oversight across the value chain.

This integrated model delivers consistent quality, reliable traceability and dependable service worldwide, forming the foundation on which our sustainability strategy is built.



AT A GLANCE

50+ Years • 17,000+ Hectares • 50+ Export Markets • BRCGS-Certified • Family-Owned

What Guides Us

The values behind every decision

We produce and supply premium pulses and specialty crops through responsible farming, certified processing and transparent supply chains. Through our work, we create long-term value for our employees, growers, customers, shareholders and communities while caring for the land on which we depend.

Our values guide the way we work, make decisions and build lasting relationships.

01 COMMITMENT We deliver on our promises. We take ownership, follow through and earn trust, season after season.	02 INTEGRITY We do the right thing. Honesty, transparency and ethical principles guide our decisions and relationships.	03 RESPONSIBILITY We take responsibility for our impact. We prioritise safety, protect natural resources and support our communities with future generations in mind.	04 INNOVATION We continuously improve how we work. We combine practical experience, new ideas and technology to strengthen our operations and create lasting value.	05 EXCELLENCE Precision and discipline guide our work. We apply rigorous standards for quality, food safety and performance throughout our value chain.
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What our Logo Represents

Our identity, rooted in the land.

Our logo reflects the land and agricultural roots at the heart of Cono Group. Its figurative element resembles an open hand, symbolising the dedication of those who work the land and await each harvest, in the belief that their effort will be rewarded.

The open hand also represents the act of giving — offering the fruits of our labour to the world. It is a gesture of solidarity from a company committed to its communities and environment.

In silhouette, the same form evokes the outline of South America and the profile of a young plant emerging from the soil — a reminder of our origins and our commitment to sustainable growth. The green palette reflects the fertility of the land and our deep roots in agriculture. The darker green defines the hand, adding depth and strength to the design.



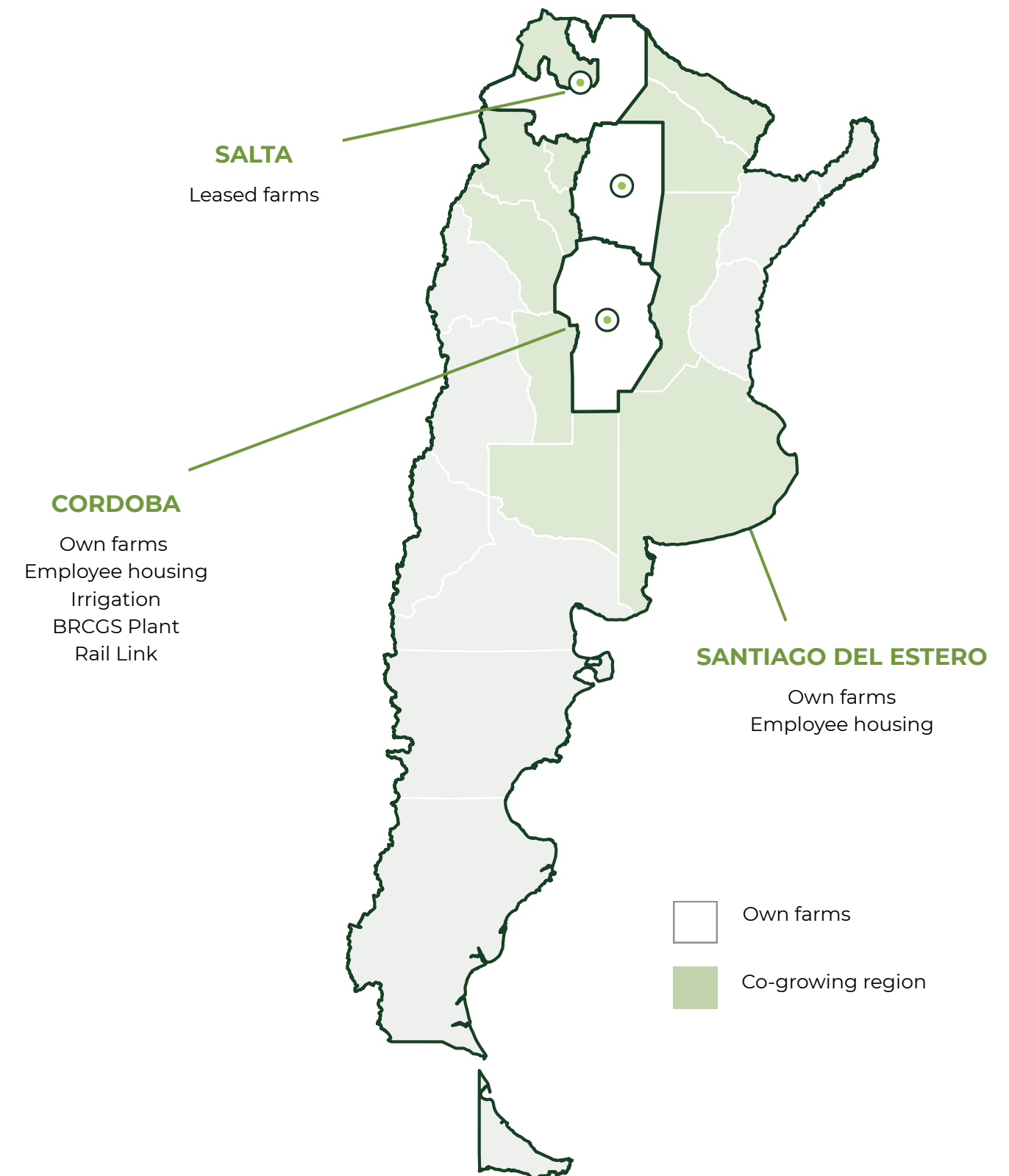
Where and How We Operate

Rooted in the Province of Córdoba, connected across the country.

Cono Group grows premium pulses and specialty crops across three provinces of northern and central Argentina — Salta, Santiago del Estero and Córdoba. Pulses sit at the heart of what we do: naturally nitrogen-fixing and well suited to our climate, they enrich the soil and require fewer inputs, making sustainability intrinsic to the crops we grow. Our production is predominantly rainfed, relying on natural rainfall rather than irrigation, which supports the responsible use of water across our operations.

Beyond our own fields, we work with long-term co-growing partners and purchase from approved producers across Argentina — combining direct control of our own production with the reach to supply reliably and at scale. Most of our volume, however, continues to originate from land we farm ourselves.

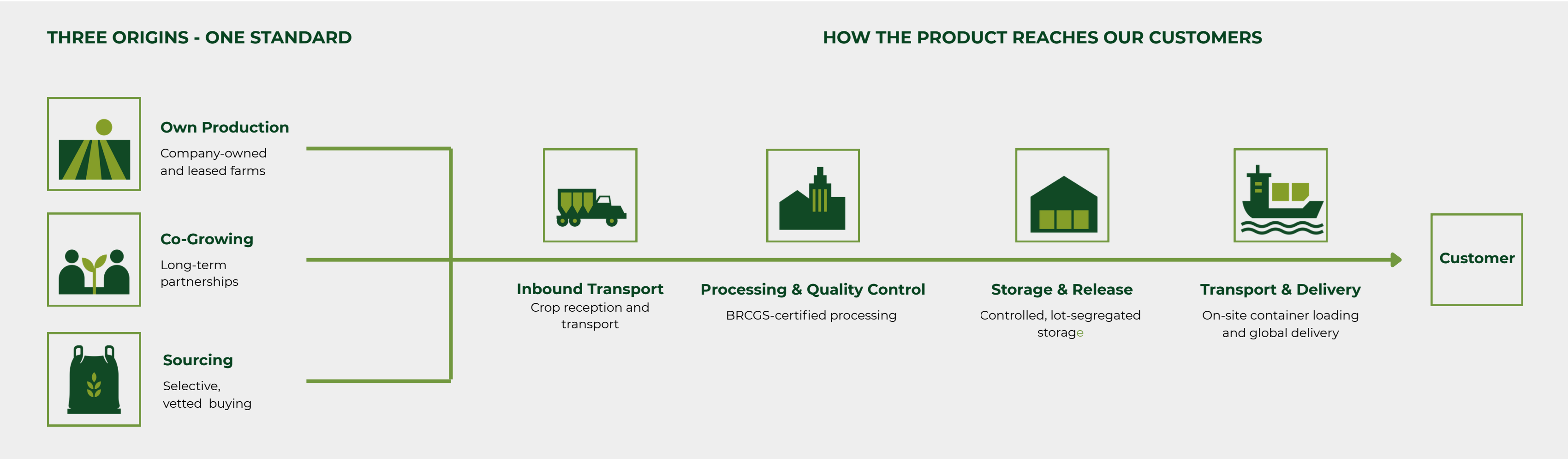
Córdoba is the centre of our operations, where our own farms are supported by on-site employee housing, irrigation, a rail connection and our BRCGS-certified processing plant. Around 100 employees work across our farming, processing, quality, logistics and commercial functions — keeping production, people and quality close together, from field to export.



Our Value Chain

From our fields to your business

Our integrated model brings together company-owned farming, long-term co-growing partnerships and selective approved sourcing across Argentina. Most of the products we supply are grown on our own farms. Every lot follows a controlled journey through BRCGS-certified processing, protected storage and coordinated international logistics, applying consistent food-safety and quality standards from field to export.



Certifications, Audits and Standards

Independent verification across our supply chain

Our standards are confirmed through independent certification and external audits, giving customers confidence that our food-safety, ethical and operational practices are verified by third parties, consistently and over time.

	Certified for 10 consecutive years, demonstrating sustained food-safety performance.
	Assessed in 2023 and 2026 across all four pillars: labour standards, health and safety, environment and business ethics.
	Certified for kosher-standard production, supporting access to relevant markets and customers.

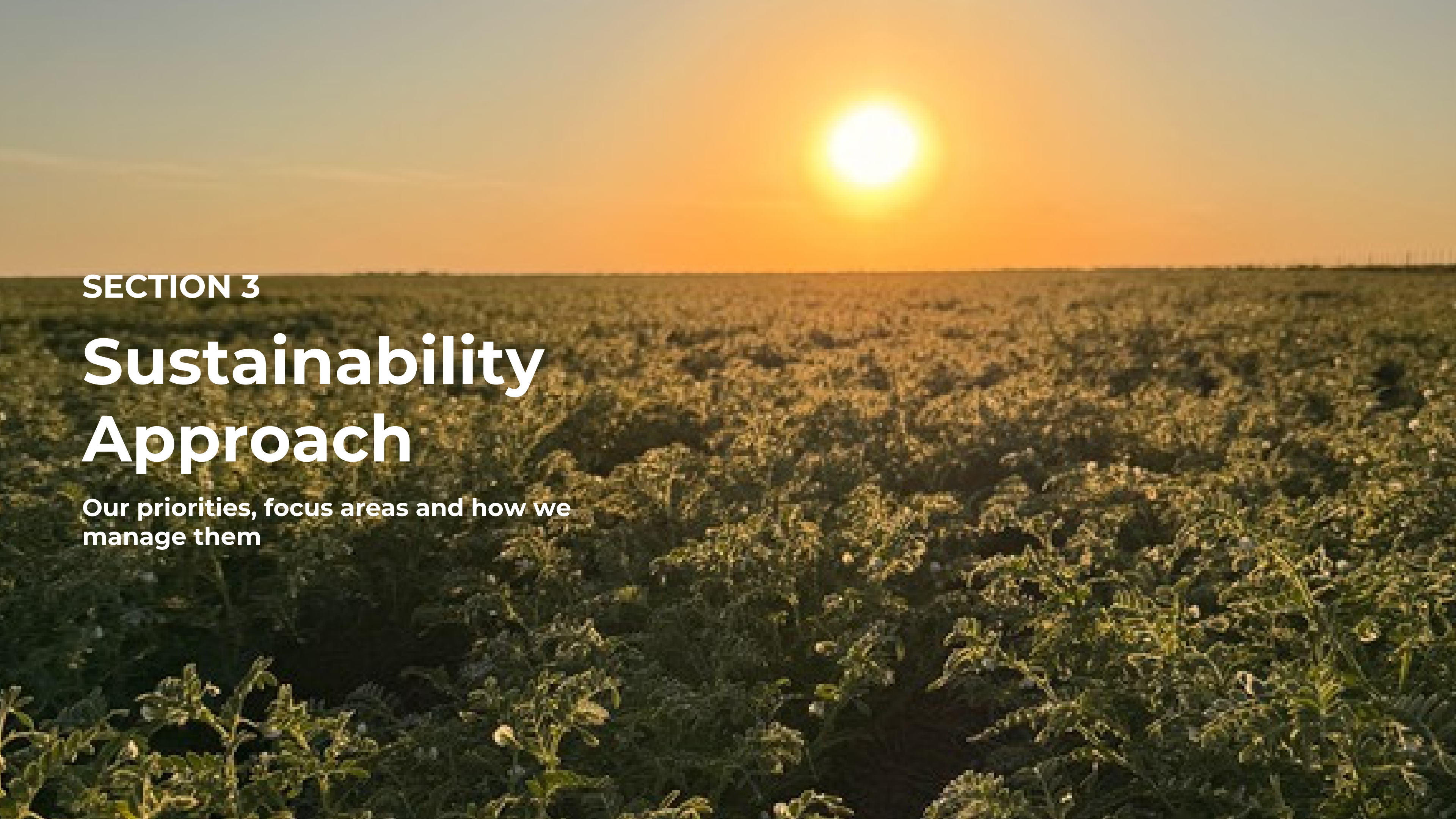
Together, these certifications and assessments provide independent assurance of the standards we apply across our value chain.

Industry Memberships

Helping to shape a responsible pulse sector

We do not only meet industry standards; we also help set them. Through active membership of leading organisations, Cono Group contributes to sector dialogue, promotes responsible agriculture and supports the long-term sustainability of the global pulse industry.

	Signatory supporting its principles on human rights, labour, environment and anti-corruption.
	Board member helping to shape global pulse standards and international trade policy.
	Member of the Argentine Chamber of Legumes, Specialty Crops and Regional Economies.
	Member of the Córdoba chickpea cluster, supporting regional development.

A full-page background image showing a sunset over a vast field of green, leafy plants. The sun is a bright, glowing orb in the upper right quadrant, casting a warm orange and yellow light across the sky and the field. The horizon line is straight and divides the image roughly in half.

SECTION 3

Sustainability Approach

**Our priorities, focus areas and how we
manage them**

Identifying What Matters

Listening to our stakeholders

Understanding what matters most to our stakeholders on sustainability is central to how we set our priorities. Through regular dialogue with employees, customers, growers, suppliers, regulators, shareholders, communities and other partners, we identify the sustainability issues that are most significant to our business and to those we work with.

These topics — such as food safety, responsible sourcing, environmental stewardship and the well-being of our people — form the basis of our materiality assessment, helping us focus on what matters most and align our strategy accordingly.

The tables summarise each stakeholder group, how we engage with them and the key topics we discuss.



DIRECT STAKEHOLDERS

Those we work with day to day

	Engagement methods	Topics
Employees	Daily contact, meetings, town halls, committees	Health & safety, pay, diversity, talent
Customers	Visits, website, audits, contracts	Pricing, delivery, product quality, sustainability
Farmers & growers	Meetings, audits, contracts, Supplier Code	Sustainable farming, food safety, traceability
Key suppliers	Meetings, audits, contracts, Supplier Code	Food safety, human rights, traceability, cost

INDIRECT STAKEHOLDERS

Those who influence or are affected by our work.

	Engagement methods	Topics
Regulators	Site visits, audits, associations	Compliance, food safety, environment
Shareholders	Meetings, quarterly & annual reports	Returns, strategy, sustainability, reporting
NGOs	Conferences, meetings, reports	Sustainable practices, transparency, environment
Local communities	Sponsorships, volunteering, events	Food donations, training, school support
Labour unions	Meetings, negotiations, workshops	Rights, fair pay, safety, benefits
Universities	Research partnerships, internships, lectures	Innovation, talent, industry-academia links

ESG Governance

Led from the top, embedded across our business

At Cono Group, sustainability is driven directly by our leadership and embedded across the teams that manage its impact day to day. Responsibility rests with our executive management — who set the direction, coordinate action across the business, commit the resources needed and champion progress, in close discussion with our Board.

Because sustainability touches every part of our business, each of our priorities is owned by the team closest to it — from our agricultural and operational teams, to food safety and quality, human resources, health and safety, and legal and compliance. Bringing this together, our Sustainability Coordinator aligns and drives our sustainability agenda across the business and leads our community engagement, supported by our Marketing and Communication team in how we engage stakeholders and share our progress.

As our efforts grow, we continue to strengthen this framework — improving how we capture and use data, and formalising our processes as our approach matures.



Sustainability Strategy

Five pillars guiding our approach

The priorities identified through our materiality process provide the foundation for our sustainability strategy. They are organised into the five pillars below, which guide how we work.

Strategic Pillars

01 ENVIRONMENTAL STEWARDSHIP	02 FOOD SAFETY & QUALITY	03 EMPLOYEE DEVELOPMENT AND WELL-BEING	04 COMMUNITY ENGAGEMENT	05 CORPORATE GOVERNANCE
Using natural resources responsibly to protect ecosystems and reduce our impact.	Ensuring food safety, quality and traceability to recognised standards.	Building a safe, inclusive workplace that supports growth.	Creating positive social and economic impact where we operate.	Upholding ethical, transparent and accountable decision-making.

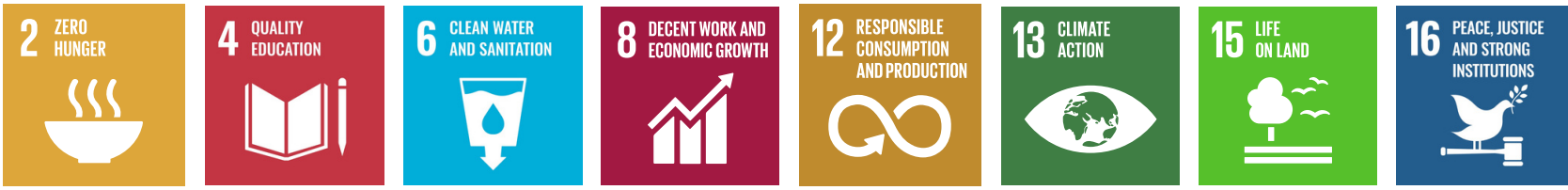
Our Contribution to the SDGs

Aligning our priorities with global goals

The United Nations Sustainable Development Goals (SDGs) offer a universal framework for tackling critical environmental, social and economic challenges. We prioritise the goals most closely aligned with our business operations and the five pillars of our sustainability strategy — the areas where our contribution is most meaningful.

Strategic Pillar — SDG Alignment

Sustainability Pillar	Priority SDGs
Environmental Stewardship	SDG 6 • SDG 12 • SDG 13 • SDG 15
Food Safety & Quality	SDG 2 • SDG 12
Employee Development & Well-Being	SDG 8
Community Engagement	SDG 2 • SDG 4
Corporate Governance	SDG 16



Goals and Ambitions

Environmental Stewardship

Key project: We advanced our environmental data platform, consolidating field data into a central Data Warehouse, and progressed a major clean-up of our farm modules — removing old machinery and spare parts to strengthen safety and environmental order.

Goals	Status	Progress / Status as of 31 July 2026
Apply smart agricultural technologies across key stages	In progress	Using sensors, GIS, drones and GPS-equipped machinery to improve irrigation, reduce risks and optimise resource use.
Measure key environmental management indicators	In progress	Expanding monitoring across waste, soil, water and emissions. Field data from weather stations, irrigation and sensors now converges in a central Data Warehouse supporting analysis and decision-making.
Reduce transport and logistics emissions	In progress	More than 90% of ocean-bound exports now travel to port by rail from Obispo Trejo, significantly reducing road transport emissions.
Reduce waste to landfill	In progress	Through staff training and improved segregation, we have diverted ~6 t plastic, 1.6 t cardboard, 16 t silo-bag nylon and 410 big bags for recycling or reuse.

Food Safety & Quality

Key project: We strengthened our food safety and quality systems this year — maintaining BRCGS certification, advancing internal audits and improving traceability — as we continue building towards ever more consistent, reliable standards across our operations.

Goals	Status	Progress / Status as of 31 July 2026
Maintain BRCGS certification and audit readiness	Ongoing	Frequent internal audits and continuous updates keep us prepared for certification.
Maintain full product traceability	Ongoing	Batch-level traceability retrievable within four hours, often faster, in line with BRCGS.
Keep the customer complaint rate below 5% per 1,000 tonnes	Ongoing	Complaints currently remain below 1 % per 1,000 tonnes.

Goals and Ambitions

Employee Development and Well-Being

Key project: We reviewed, updated and expanded our HR framework — more than 40 policies and procedures, now fully up to date.

Goals	Status	Progress / Status as of 31 July 2026
Upgrade employee accommodation across our facilities	Ongoing	Renovated accommodation in Santiago del Estero and Córdoba, with remaining upgrades planned.
Strengthen occupational health and safety	Ongoing	Regular training, risk assessments and vaccination campaigns, with incident monitoring being strengthened.
Achieve 90%+ completion of mandatory training	Ongoing	Completion tracked through Power BI against our compliance target.

Community Engagement

Key project: We expanded the good-quality food set aside for donation and began donating uniforms to people in need.

Goals	Status	Progress / Status as of 31 July 2026
Donate pulses to local food banks each year	Ongoing	Set aside quality product fit for consumption for donation to local food banks, reducing waste.
Host at least 5 students through school apprenticeships each year	Ongoing	Six students from local schools completed educational internships at Cono S.A. this year.
Carry out collaborative projects with local universities	Ongoing	Completed a shelf-life analysis project with the National University of Córdoba.

Goals and Ambitions

Corporate Governance

Key project: We built a fully digital policy app that hosts document libraries across all departments, with version control and approval workflows.

Goals	Status	Progress / Status as of 31 July 2026
Maintain up-to-date SMETA assessments	Ongoing	Completed a SMETA 4-Pillar assessment in March 2026
Roll out detailed policies and procedures to all areas by end of H1 2027	Ongoing	Key governance policies reviewed, updated and digitalised; roll-out to all departments continuing.
Keep the Code of Conduct / Supplier Code of Conduct current and embedded in company contracts	Ongoing	Updated in 2025 to align with new governance policies and published on our website.



SECTION 4

Environmental Stewardship

Protecting soil, water and biodiversity for the
long term





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Agriculture depends on healthy soils, responsible water use and resilient ecosystems. At Cono Group, environmental stewardship extends from the field to processing and logistics, combining long-established agricultural practices, operational improvements and the progressive development of environmental monitoring systems. During 2025/26, we continued to strengthen soil health, improve water-use efficiency, advance responsible agrochemical and waste-management practices, expand low-carbon logistics initiatives and enhance the collection of environmental data to support more informed decision-making.

Soil Health

Protecting soil productivity for future generations

Healthy soils are fundamental to agricultural productivity, climate resilience and long-term environmental stewardship. At Cono Group, soil health is managed as a strategic asset through regenerative farming practices, long-term land stewardship and structured monitoring. Our objective is to protect soil resources, maintain productive capacity and strengthen the resilience of our farming systems for future generations.

Cono Group has implemented no-till farming since 1998 and today manages 100% of its cultivated area under this production system. By minimising soil disturbance and retaining crop residues after harvest, we help preserve soil structure, reduce erosion risk, improve moisture retention and support biological activity within the soil profile. Machinery traffic is carefully managed to minimise compaction and protect long-term soil function.

Where seasonal conditions permit, cover crops are established between commercial crop cycles to maintain living roots, increase biomass and improve soil cover. Diverse crop rotations incorporating pulses, cereals, oilseeds and chia support nutrient cycling, contribute to soil structure and help interrupt weed, pest and disease cycles. Pulses in particular enhance soil fertility through nitrogen fixation.

Protecting soil resources also requires long-term investment in landscape-scale infrastructure. Across our own farmland, we have completed an extensive field systematisation programme covering approximately 17,000 hectares, including terracing and runoff-management systems designed to improve water infiltration and reduce erosion risk. With this programme now substantially complete, our focus has shifted to ongoing maintenance and monitoring to keep these systems effective over time. Vegetated and forested areas maintained across company-owned farmland provide further protection by supporting runoff control, landscape diversity and habitat conservation.

KEY SOIL HEALTH INDICATORS

100% No-Till Farming · Since 1998 · 17,000 ha Systematised · Diverse Crop Rotations



Soil Monitoring

Data-driven agronomic decision-making

Agronomic decisions are supported by a structured soil-monitoring programme designed to evaluate soil conditions and guide management practices over time. Soil analyses are generally conducted annually in irrigated fields and on a rotational two-to-three-year cycle in rainfed fields.

The programme evaluates a broad range of physical and chemical indicators, including pH, nutrient levels, electrical conductivity, organic matter, organic carbon, texture, infiltration, soil moisture and plant-available water capacity.

The resulting data support fertilisation planning, nutrient management, irrigation decisions and the evaluation of field-management practices. Historical datasets collected since 2020 are strengthening our understanding of soil conditions and informing increasingly data-driven agronomic decisions. By combining long-established regenerative practices with large-scale land improvement and ongoing monitoring, we seek to maintain productive, resilient soils while continuously improving the efficiency and sustainability of our operations.



Water and Effluent

Managing a vital resource, from field to plant

Water is fundamental to agricultural productivity and resilience, and managing it responsibly has become increasingly important as climate change brings irregular rainfall, prolonged droughts and rising temperatures. At Cono Group, our approach begins with the crops we choose and extends across every stage of our operations, from the field to the processing plant.

Water conservation starts with our cropping strategy. Our core crops — chickpeas, dry beans, and chia — are naturally drought-tolerant and largely rainfed, while commodity crops such as soya and maize are grown in rotation. Pulses require little water and fix nitrogen naturally, while varied rotations conserve soil moisture, interrupt pest cycles and reduce our reliance on irrigation.

The majority of our farmland is rainfed, keeping our overall water footprint low. No-till farming and crop-residue retention reduce evaporation and help rainfall infiltrate the soil, while terracing and runoff-management systems improve infiltration and reduce surface runoff.

Where irrigation is used, the emphasis is on precision rather than scale. Approximately 1,500 hectares are irrigated using centre-pivot systems drawing on groundwater, guided by a water-balance method that applies water only as the soil approaches crop stress. Informed by our weather stations, soil analyses and in-field moisture sensors, each application matches the crop's actual needs, reducing both water waste and pumping energy.

Our processing plant operates through a dry process, using no water to wash or treat the grain. This preserves the low-moisture conditions essential to quality and food safety and means the plant generates no industrial effluent. The only wastewater across our operations is domestic sanitary wastewater from toilets, kitchens and cleaning, managed through septic systems; at the plant, this effluent is tested before it returns to the ground.

Looking ahead, we will continue to consolidate consistent water indicators — including irrigated area, water applied and energy used for pumping — to strengthen monitoring and set efficiency targets over time.

Indicator	2025/26 status
Total owned farmland	~17,000 ha
Area under irrigation	~1,500 ha
Irrigation type	Centre-pivot
Irrigation source	Groundwater
Farming model	Predominantly rainfed
Water use in processing	None (Dry Process)
Wastewater	Domestic sanitary wastewater only; plant effluent tested before discharge.



Waste Management

Reducing, reusing and recycling across our operations

We manage waste through a comprehensive framework built on the waste hierarchy — reduce, reuse, recycle and responsible disposal. Each waste stream is governed by its own procedure, and we train our teams on reduction, segregation and correct disposal so that responsible waste management is embedded in everyday operations.

A key focus this year has been measurement. We now record the waste we generate so we can track performance, build comparable indicators and identify opportunities to reduce disposal and expand recycling. Having established this approach at our processing plant, we are working to extend consistent measurement across our other sites, giving us a clearer and more complete picture of our waste footprint over time.

As a registered hazardous-waste generator in Córdoba, we manage hazardous materials — such as used industrial oils and degreasers — in designated, properly equipped areas. These materials are removed only through authorised contractors for certified treatment, and we renew our Annual Environmental Certificate each year in accordance with Argentine law, ensuring full regulatory compliance and responsible handling at every stage.

Empty crop-protection containers are triple-rinsed and managed as differentiated waste, preventing contamination and protecting both our people and the surrounding environment. Together, these practices help us minimise our impact, recover value where possible and steadily strengthen our approach to responsible waste management.

Waste stream	How we manage it
Food waste	Grain by-products from the plant are repurposed as animal feed, supporting a circular economy.
E-waste	Outdated equipment such as computers and printers is recycled or donated to certified partners, ensuring secure data destruction.
Hazardous waste	Collected, stored and disposed of via an authorised contractor for certified treatment.
Industrial waste	Silo bags, big bags, pallets and separator sheets are recycled or reused.
Household waste	Sorted into recyclable and non-recyclable streams, with recycling bins across offices, the plant and Córdoba modules — expanding to Santiago del Estero.
Phytosanitary products	Empty containers are triple-rinsed under strict protocols; storage areas have been improved and are being expanded.

DIVERTED FROM LANDFILL (2025/26)

~6 t Plastic · 16 t Silo-Bag Nylon · 1.6 t Cardboard · 410 Big Bags · 100% Staff Trained



ACTION TAKEN

Strengthening the Recycling Programme

Turning waste into resources while strengthening responsible disposal

Building on the recycling programme relaunched at our processing plant in late 2023, we continued to strengthen waste segregation, recycling and employee engagement throughout 2025. Training reached 100% of plant personnel, and a colour-coded collection system was introduced to improve separation at source. Separate collection points and a composter for organic waste were installed across our Córdoba facilities, while our partnership with a local recycler in Villa del Totoral continued to support material recovery and recycling.

The programme also advanced our circular-economy approach. Working with our recycling partner, recovered plastic was reintroduced into practical applications, including furniture for the transport-provider area and a pilot pallet. During the reporting period, nearly 6 tonnes of plastic, more than 16 tonnes of silo-bag nylon, 1.6 tonnes of cardboard and 410 big bags were diverted from landfill.

Safer Hazardous-Waste Storage at the Processing Plant

As a registered hazardous-waste generator in Córdoba, we are responsible for the safe handling, storage and disposal of materials such as used industrial oils and degreasers. During 2025, a new storage facility was completed at our Chalacea processing plant, improving organisation, traceability and environmental protection across the site.

The facility includes dedicated shelving, secondary containment, ventilation and clearly designated storage areas for hazardous materials. All hazardous waste is collected exclusively by authorised contractors for certified treatment, ensuring compliance with regulatory requirements while strengthening workplace safety and environmental stewardship.



Responsible Pesticide Management

From prevention to traceable, compliant application

Crop-protection products support agricultural productivity, but their misuse can harm biodiversity, water resources and human health. We manage this risk through an Integrated Pest Management (IPM) approach that prioritises prevention first — including crop rotation, appropriate varieties, soil-health practices and regular field monitoring — so interventions are only applied when necessary. Cultural, mechanical and biological controls are considered before chemical treatments are used.

When treatment is required, every application is authorised by a qualified agronomist through a formal prescription process that specifies the product, dose, timing, pre-harvest interval and application conditions. In Córdoba Province, applications are managed through the official digital prescription system (Receta Fitosanitaria Digital), while equivalent documentation is maintained in accordance with applicable requirements in other provinces. Applications prioritise targeted, lower-toxicity formulations and precision spraying techniques to reduce drift and overall product use. All applications are carried out by trained operators or authorised contractors using calibrated equipment and in compliance with legally required buffer zones.

To support traceability and continuous improvement, detailed application records are maintained, including product, quantity, location, weather conditions and timing. Crop-protection products are stored securely, and empty containers are triple-rinsed, punctured and delivered to authorised collection centres in accordance with national and provincial regulations.

Residue levels in raw materials and finished products are monitored against the requirements of destination markets, including European Union standards where applicable. This helps safeguard food safety, maintain customer confidence and ensure continued access to international markets.



Emissions and Climate Change

Reducing our transport footprint from field to port

Transport is a significant source of emissions in our value chain, and reducing it is a clear priority. Since 2019, we have prioritised rail for the longest and most fuel-intensive leg of the journey: wherever possible, export containers travel from the Obispo Trejo railway station to port by train rather than by road. Today, More than 90% of eligible ocean-bound export shipments travel to port by rail, keeping the highest-emitting part of the journey off the road while much of the sector still trucks the entire distance — and lowering costs at the same time.

We also reduce emissions by moving more product in fewer journeys. By optimising load factors across all legs of the supply chain, from inland trucking to the containers themselves, each trip carries more and fewer are needed for the same volume, cutting fuel use and emissions while also reducing cost. Where possible, we plan two-way transport so vehicles carry loads in both directions rather than returning empty.

We apply the same principle to the movement of our people. By encouraging shared journeys to the fields and processing plant, we reduce the number of vehicles on the road, lowering emissions and easing travel for our teams.



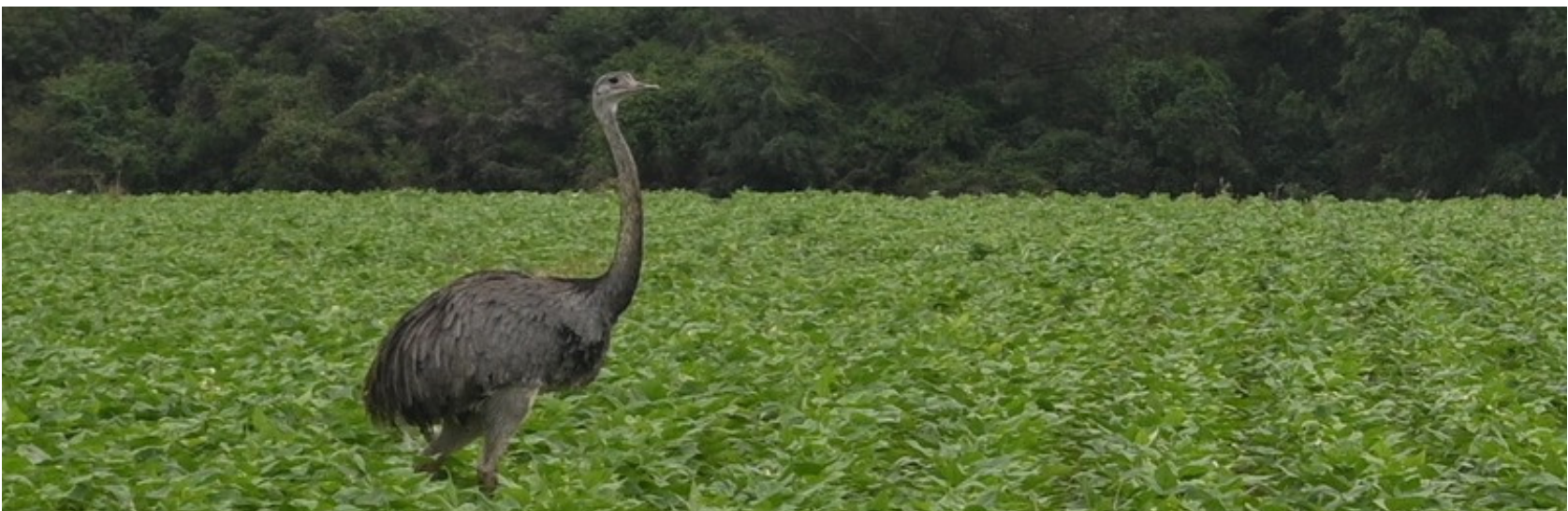
Biodiversity

Progress made, and more to do

Biodiversity is essential to healthy ecosystems and more sustainable agriculture. At Cono Group, we have implemented measures that support biological diversity — crop rotation, cover cropping, and Integrated Pest Management (IPM) — enhancing soil health, reducing erosion, and encouraging beneficial species.

While large-scale production naturally limits in-field diversity, this is an area where we see continued room to improve. We are restoring degraded land through reforestation, enhancing biodiversity in the forests we manage, and planting trees and green spaces across our production modules to shelter native species and key pollinators such as bees.

Looking ahead, we plan to further diversify our crop rotation and introduce wildflower strips, pollinator habitats, and buffer zones — strengthening local biodiversity and the ecological balance of our farming environments.



ACTION TAKEN

Planting Native Trees at Our Processing Plant

We planted around 40 native algarrobo and white quebracho trees along the southern edge of our processing plant in Chalacea, Córdoba, completing the windbreak in the area most exposed to prevailing winds. They join the espinillos and other native species established there in previous years.

Native species were chosen for their adaptation to local conditions, giving them a greater chance to thrive, and were sourced through Forestando Córdoba, a provincial afforestation programme. The completed windbreak shelters the site from strong winds, limits soil erosion and dust, and provides refuge for native wildlife and pollinators. As the trees mature, they will also contribute to carbon capture and biodiversity around the site.

Teams from across the company took part in the planning and planting, extending our commitment to biodiversity and native tree cover from our fields to our industrial site. We plan to carry out similar planting around the farm establishments where our teams live and work.



Digital Agriculture and Data-Driven Decision-Making

Turning data into more sustainable decisions

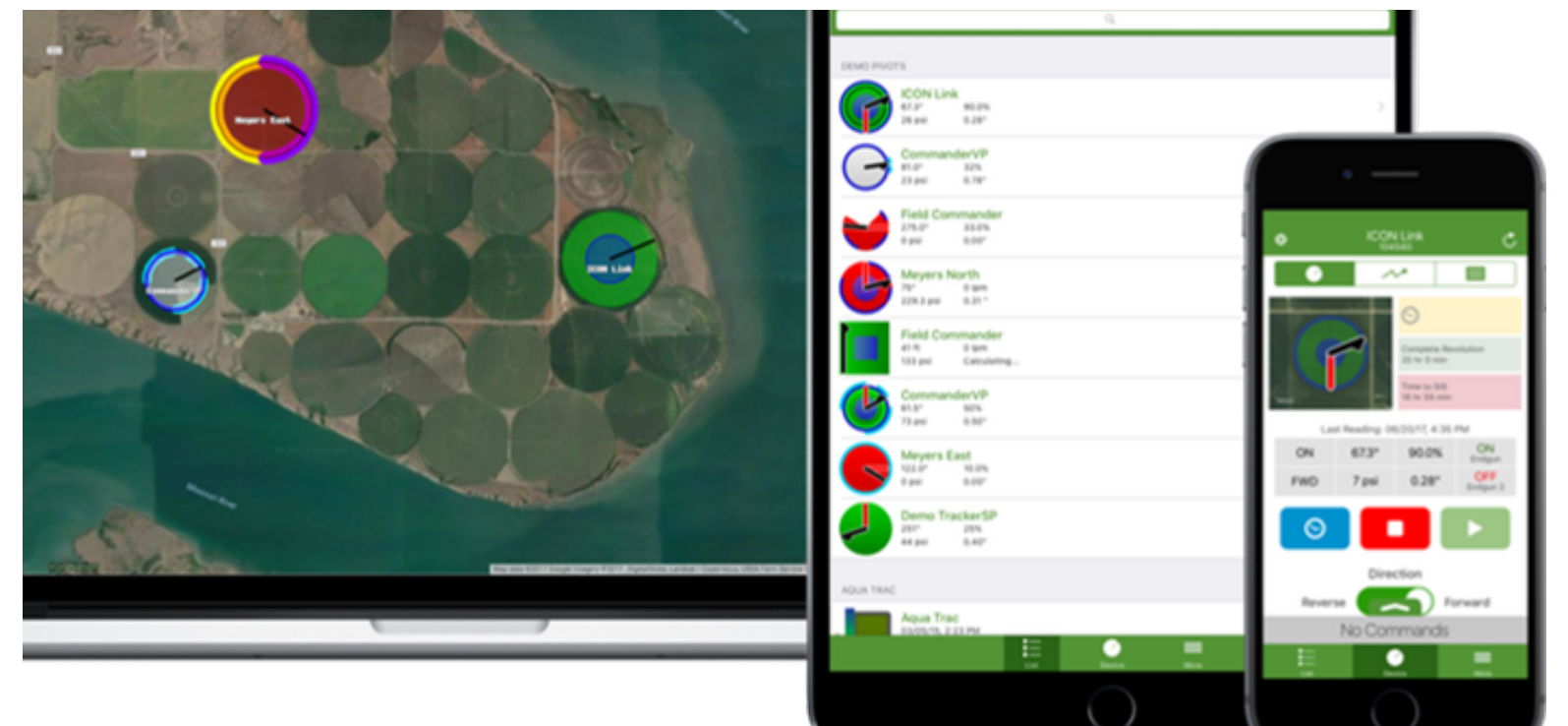
Sustainable farming depends on understanding what is happening in our fields — and acting on it. Across our operations, we are digitalising how information is collected, analysed and shared, so that better data leads to better environmental decisions. Field observations, crop monitoring, weather, irrigation and soil data are increasingly captured through digital systems, strengthening traceability and helping us manage natural resources more precisely.

During the reporting period, we expanded our digital crop-monitoring tools, enabling field teams to geolocate observations, record pests, weeds and diseases, and analyse crop performance through interactive maps and vegetation indices. By making problems visible earlier and more precisely, these tools support more targeted use of inputs — helping reduce unnecessary applications and protect soil, water and biodiversity.

In parallel, data from weather stations, irrigation, crop monitoring and soil analysis is being consolidated within a central Data Warehouse: a single, reliable source of information for agronomic, sustainability and management reporting. This is what will allow us to measure our environmental performance consistently, establish credible baselines and track progress over time — the foundation of transparent, evidence-based sustainability reporting.

As this platform develops, it will bring agronomic, operational and sustainability information closer together, helping our teams use water, soil and inputs more efficiently and respond more quickly to a changing climate.

This is the foundation we are building on — turning data into insight, and insight into more sustainable, resilient farming.



SECTION 5

Food Safety & Quality

Delivering safe, high-quality and fully traceable
products

Food Safety & Quality

Protecting the safety and quality of every product

Food safety and quality are fundamental to everything we do. Our dedicated Food Safety and Quality team oversees every stage of the process, from the reception of raw materials through to final dispatch, working to meet strict protocols and internationally recognised standards.

Our BRCGS-certified processing plant operates a risk-based system guided by HACCP principles, controlling hazards at every critical control point and supported by allergen management, foreign-body detection and environmental monitoring. We also hold Kosher certification to meet specific customer requirements.

Alongside safety, we are equally committed to quality. Every lot is managed against clear specifications, with multi-stage cleaning, grading and sorting to ensure consistency and appearance meet our customers' expectations, and we monitor customer complaints closely to drive continuous improvement.

Food safety and quality are part of our daily work, not a periodic exercise. Regular audits, ongoing control checks and continuous training reinforce a shared culture of delivering safe, traceable and high-quality products.



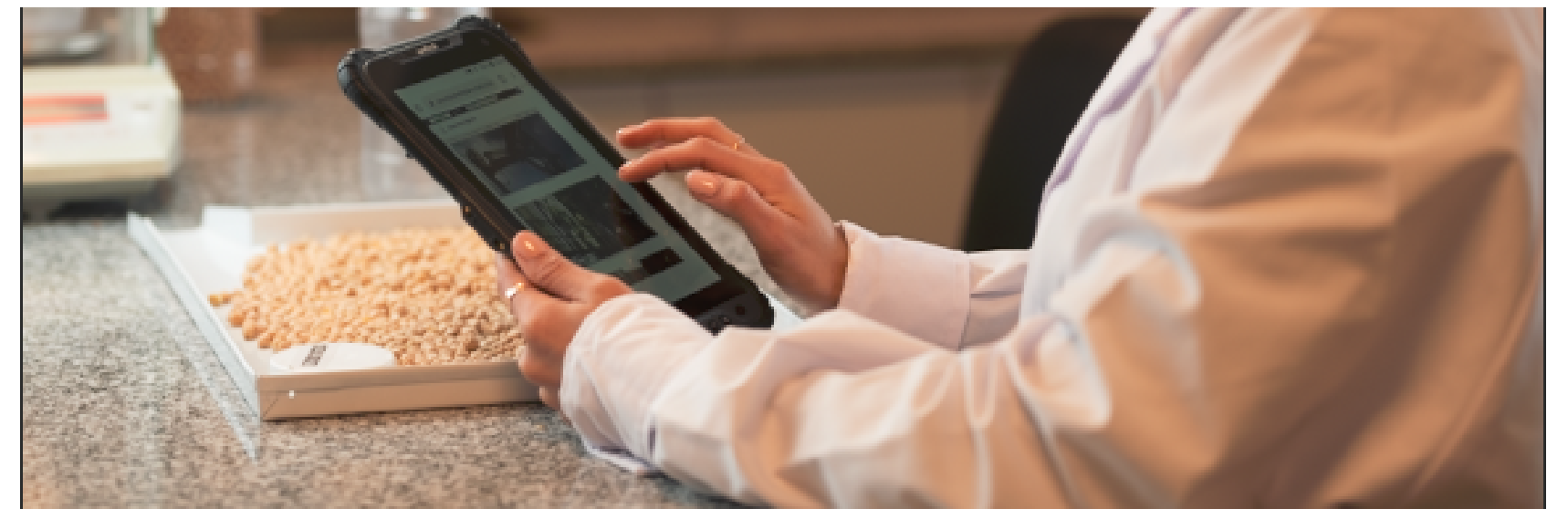
Complaint Management

Monitoring quality and responding to our customers

We continuously monitor the number of complaints received per tonne of product as a key indicator of quality and customer satisfaction. While most complaints relate to product quality or packaging, we have set an internal target of keeping complaints below 5% of finished-goods volume — and currently remain below 1%, reflecting the consistency of our products.

Every complaint follows a rigorous process of root-cause analysis, corrective action and follow-up to prevent recurrence. This structured approach helps us drive continuous improvement and strengthen a culture of quality and responsiveness across the business.

To date, Cono Group has not been involved in any product recall — a reflection of the effectiveness of our controls and our strong commitment to food safety.



Traceability

Full traceability from field to export

Traceability is central to our operations, ensuring transparency and accountability from the cultivation of raw materials through to the final product. Robust tracking systems follow our products at every step of their journey — from the field, through processing and packaging, all the way to export.

Our system is built on SAP Business One, supported by tools that document each stage of the supply chain. This integrated approach allows us to trace any batch back to its specific origin and follow its progress throughout the process, retrieving full traceability information within four hours — and often much faster, comfortably meeting BRCGS requirements.

To keep our systems effective, we conduct regular traceability tests and recall simulations, alongside internal and external audits — providing strong oversight and reinforcing our commitment to safe, high-quality and fully traceable products.



SECTION 6

Employee Development and Well-Being

Supporting the people behind everything we do

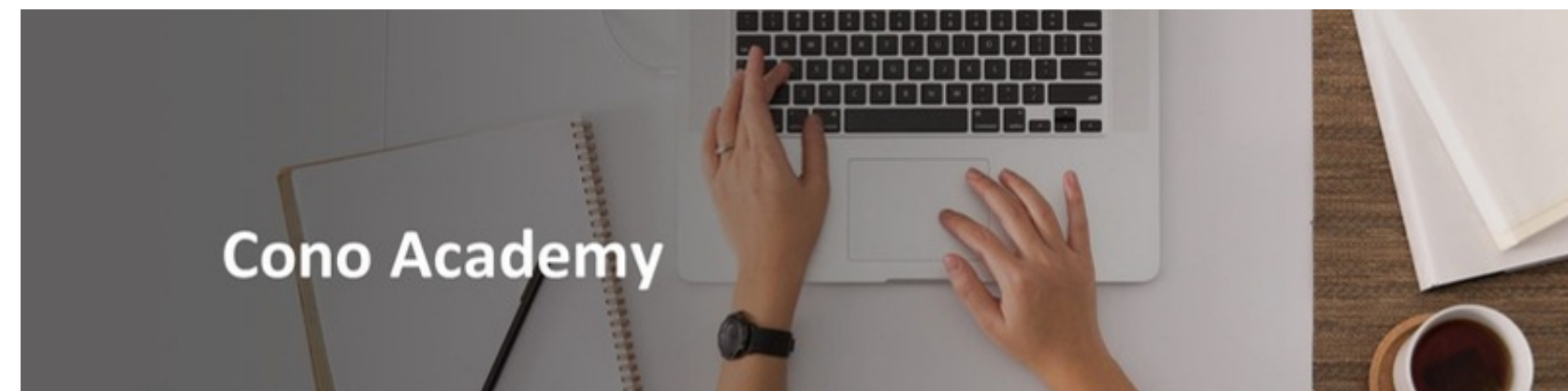
People & Development

Investing in the growth of our teams

Building a strong and resilient company starts with attracting the right people and helping them grow. We aim to recruit thoughtfully, welcome new team members well, and give our employees genuine opportunities to develop throughout their time with us.

Our recruitment and onboarding follow structured, consistent processes, helping new employees settle in and understand their roles from the start. Once part of the team, our people have access to continuous learning through Cono Academy, our internal training platform supported by Microsoft Viva Learning — covering technical skills, food safety, health and safety, and personal development, amongst others.

Development at Cono Group is an ongoing process. Through annual performance reviews, we support individual growth, set clear expectations and recognise contribution. We also encourage progression from within — offering opportunities for internal mobility and promotion — and we welcome new talent through apprenticeship programmes with local schools, helping build the next generation of skills in our sector.



Occupational Health and Safety

Protecting the health and safety of our people

At Cono Group, the safety and health of everyone who works with us is a fundamental priority. Across our farms, processing plant and offices, we work to prevent injuries and occupational illness, strengthening our practices through regular reviews and addressing opportunities for improvement as we identify them.

We believe that safety is a shared responsibility. A safe workplace depends on the everyday commitment of our whole team — leaders setting the example, and colleagues looking out for one another. Our efforts are led by a dedicated internal function, supported by an external health and safety provider and our workplace-risk insurer (ART), and employees and senior management meet regularly through monthly health and safety meetings to help shape how we manage safety together.

At the heart of our approach is the identification and assessment of workplace risks. Where these involve exposure to risk agents — such as noise, lighting, dust, air quality and thermal conditions — we monitor them in coordination with our ART, and employees who are exposed receive regular medical check-ups to help protect their long-term health. The risks we identify are managed through clear operating procedures, job-specific training, emergency drills and appropriate protective equipment.

We encourage everyone to use sound judgement, to avoid any task they consider unsafe, and to report accidents, near misses and unsafe conditions openly, so that we can respond and keep improving — extending these practices, where applicable, to the contractors and providers who work alongside us.

KEY SAFETY PRACTICES

Risk Assessments • Monthly H&S Meetings • Medical Monitoring • Emergency Drills • PPE

Health and Well-Being

Caring for our people and their families

At Cono Group, we care about the health and well-being of our people, both at work and beyond. Alongside the protections required of us — including workplace-risk insurance (ART), life insurance and occupational health assessments — we choose to go further, supporting our employees and their families throughout the year.

All our employees are covered by private healthcare through Swiss Medical, which also includes the SMGusta programme — offering benefits across fitness and nutrition, culture and entertainment, wellness and family life. At our Chalacea plant, where dining options nearby are limited, we also provide a healthy daily meal for our team.

Prevention is central to our approach, and we tailor it to how and where our people work. Each year we run our seasonal influenza vaccination campaign, focused especially on employees most exposed through their daily tasks, and dengue prevention campaigns for our field teams, distributing repellents and other preventive supplies across our plant and field operations.

Our care also extends to our employees' families. At the start of each school year, we deliver school kits to employees with school-aged children, supporting families when it matters most. Together, these initiatives reflect a simple belief: looking after our people means looking after their health, their families and their everyday well-being.



Diversity and Inclusion

Building a diverse and inclusive workplace

At Cono Group, we believe diverse teams strengthen our business and create a more resilient organisation. We are committed to providing equal opportunities and fair treatment for all employees, regardless of gender, age, nationality, religion, disability or any other personal characteristic.

We do not tolerate discrimination, harassment or inappropriate behaviour of any kind. These principles are embedded in our Code of Conduct and supporting policies, and concerns can be raised through management, Human Resources or Legal and Compliance.

We are proud that women hold important roles across Cono Group, including at the most senior levels of leadership. In a sector that has traditionally been male-dominated, this reflects our belief that talent, capability and commitment are the foundations of opportunity and advancement.

KEY PRINCIPLES

Equal Opportunity • Fair Treatment • Diverse Leadership • Speak-Up Culture

A Fair and Responsible Employer

Supporting our people through fair and responsible employment

Being a responsible employer means treating people fairly and supporting them through the different stages of their working lives. Cono Group offers fair and competitive conditions and continues to adapt its benefits and ways of working to the evolving needs of its teams. Where roles allow, we provide flexibility through hybrid, remote and part-time working, helping our people balance their professional and personal lives. We also support employees through key life moments — including maternity leave in line with legal entitlements and, for eligible employees, extended paternity leave beyond the statutory requirement.

We respect our employees' rights, including freedom of association and the right to collective bargaining, and some of our employees are covered by collective agreements. Employees can raise concerns through established channels and have them looked into properly, and through regular team meetings and feedback we stay close to what matters to our people.

This past year, we strengthened these foundations by developing more than 40 policies, procedures and supporting workflows covering the full employee journey — from recruitment and onboarding, through working conditions and development, to conduct and the end of the employment relationship. Managed digitally through our dedicated policy platform, with each policy version-controlled, formally approved and regularly reviewed, this framework brings greater consistency, transparency and fairness to how we support our people — a meaningful step in professionalising our operations as we grow.

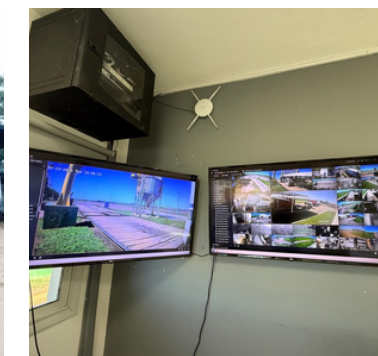
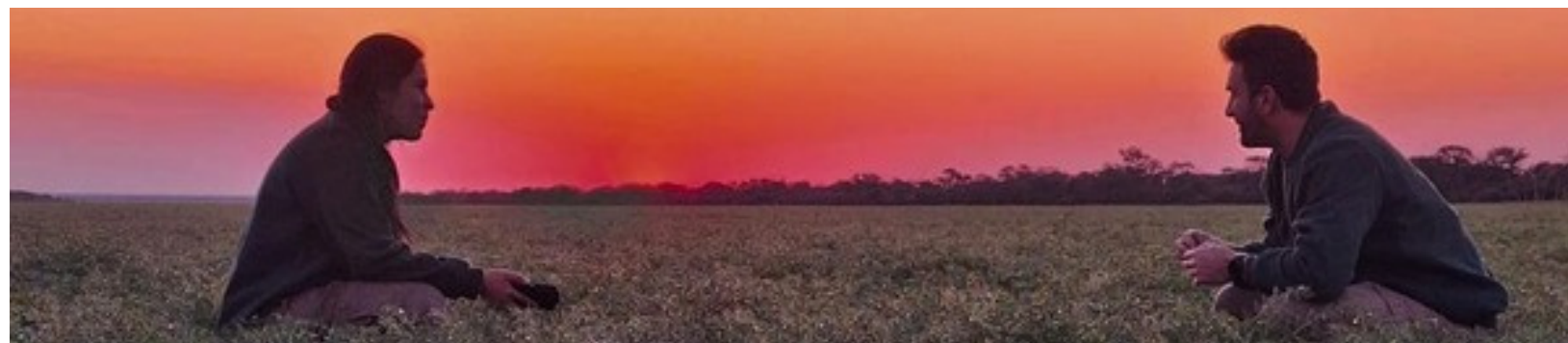
ACTION TAKEN

Creating a Good Work Environment

Cono Group invests in the environments where its teams work — making them safer, better organised and better equipped, across our offices, processing plant and farms. Over the past year, Cono Group rebuilt and upgraded on-site accommodation for its agricultural teams in Santiago del Estero and Córdoba, giving those based at our farms a safer and more comfortable environment.

At our processing plant, we carried out a significant clean-up and reorganisation — introducing new shelving, furniture, new sheds and improved workplace-organisation practices to bring greater order, safety and efficiency to how we work.

We also created a dedicated space for the transport providers who move our crop, with a waiting area and shower and toilet facilities, so those who work alongside us have somewhere comfortable to rest. And across our more remote farm locations, Starlink connectivity has been particularly important — keeping teams reliably connected and, crucially, reachable in an emergency — alongside the renewal of vehicles across our fleet to support safe and reliable travel.



SECTION 7

Community Engagement

Creating lasting value in the communities we call home

Community Engagement

Helping build stronger rural communities

The communities around our farms and facilities are part of who we are. As a rural employer with deep local roots, we focus our efforts where we can create lasting value — supporting food security, education and the development of the local agricultural sector. Our engagement is built on genuine, long-term relationships rather than one-off donations, working alongside food banks, schools, universities and industry partners to strengthen the regions where we live and work.

Food Security

We partner with food banks such as Banco de Alimentos de Córdoba to reduce waste and fight hunger. In 2025, we donated 12 tonnes of chickpeas and beans, providing thousands of nutritious meals. We also supported initiatives such as Rescate de Sonrisas, which delivers food boxes to children.

Education & Talent Development

We work with local schools, including IPEA No. 113, on programmes that connect classroom learning with real agricultural experience. In 2025 we also began donating workwear so students can take part safely in field activities.

Knowledge & Innovation

Through partnerships with universities in Córdoba, we connect academic learning with hands-on industry experience. Plant visits, talks and student-led projects share knowledge about the legume value chain and sustainable farming.

Agricultural Development

As a member of the Córdoba Chickpea Cluster, we work with growers and industry partners to promote sustainable practices and support other producers — strengthening the resilience and productivity of the regional agricultural sector.



SECTION 8

Corporate Governance

Doing business ethically, transparently and responsibly



Compliance

Embedding ethics and accountability across our business

The Legal and Compliance Department plays a central role in upholding corporate governance at Cono Group, ensuring adherence to applicable laws, regulations and internal policies while reinforcing a culture built on ethics, legality and responsibility. Our approach follows three core pillars — Prevent, Detect and Respond: we prevent risks through clear policies, training and communication; detect them through risk assessments and monitoring; and respond through corrective action and continuous improvement.

Over the past two years, we have significantly strengthened this framework through a fully digital policy and compliance platform. Employees can access policies, procedures and directives from a single location, with version control, documented approval workflows and defined review dates ensuring that everyone works from current, approved governance documents.

The platform also supports digital compliance workflows. Employees can submit conflict-of-interest declarations, external-work declarations, gifts and hospitality declarations, political-interaction requests and Speak-Up reports through structured channels, creating auditable records and supporting consistent oversight.

Beyond the day-to-day management of compliance by the Legal and Compliance Department, governance is overseen at Board level. Independent directors — one at Cono S.A. and two at Cono Group AG — provide objective challenge and strengthen accountability across the Group.

GOVERNANCE IN PRACTICE

Digital Policy Library · Annual Declarations · Speak-Up Channel · Version-Controlled Policies · Independent Board Directors

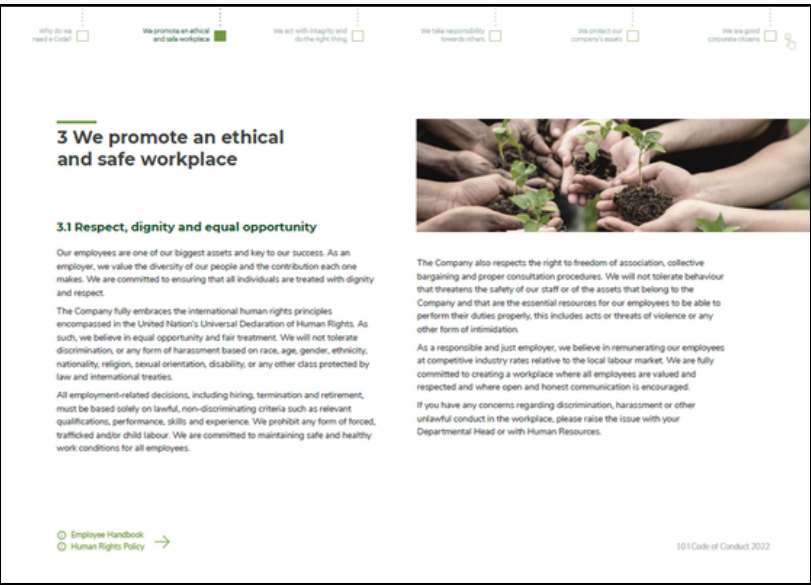
Code of Conduct

The standards that guide how we work

The Code of Conduct sets clear standards for all employees and Board members, guiding a respectful, professional and compliant working environment. It reflects our core values of integrity, transparency and accountability, and addresses key topics including conflicts of interest, gifts and hospitality, trade compliance and sanctions, human rights, data protection and confidentiality.

The Code is introduced to all new employees during onboarding and is available in multiple languages through our digital governance platform. All employees are required to confirm their understanding and commitment each year, keeping the Code active in everyday decision-making rather than a one-time formality. Where employees have concerns, they are encouraged to raise them through our confidential Speak-Up channels, which allow reports to be made openly or anonymously. Retaliation against anyone reporting in good faith is strictly prohibited.

The Code is reviewed and updated periodically to reflect evolving legal frameworks and industry best practice, under the responsibility of the Legal and Compliance Department in consultation with Senior Management and the Board.



Human Rights

Respecting people across our operations and supply chain

Cono Group is committed to treating people with dignity and respect, both in our workplaces and in the communities where we operate. We support the United Nations Universal Declaration of Human Rights, are a signatory to the UN Global Compact, and take guidance from the International Labour Organization's Fundamental Principles and Rights at Work. These commitments guide how we manage our own operations — providing safe and fair working conditions, respecting freedom of association, and maintaining zero tolerance for forced labour, child labour and discrimination of any kind.

Concerns can be raised at any time through our confidential Speak-Up channels, openly or anonymously and without fear of retaliation. We extend the same expectations to our supply chain. Our Supplier Code of Conduct requires suppliers to respect fundamental human rights, provide safe and fair working conditions and operate responsibly, and we may request documentation, conduct assessments or carry out site visits where needed.

As part of our commitment to responsible business, Cono Group is independently audited under the SMETA 4-Pillar standard, covering labour standards, health and safety, environment and business ethics. These audits help us uphold high ethical and operational standards across our operations and supply chain.

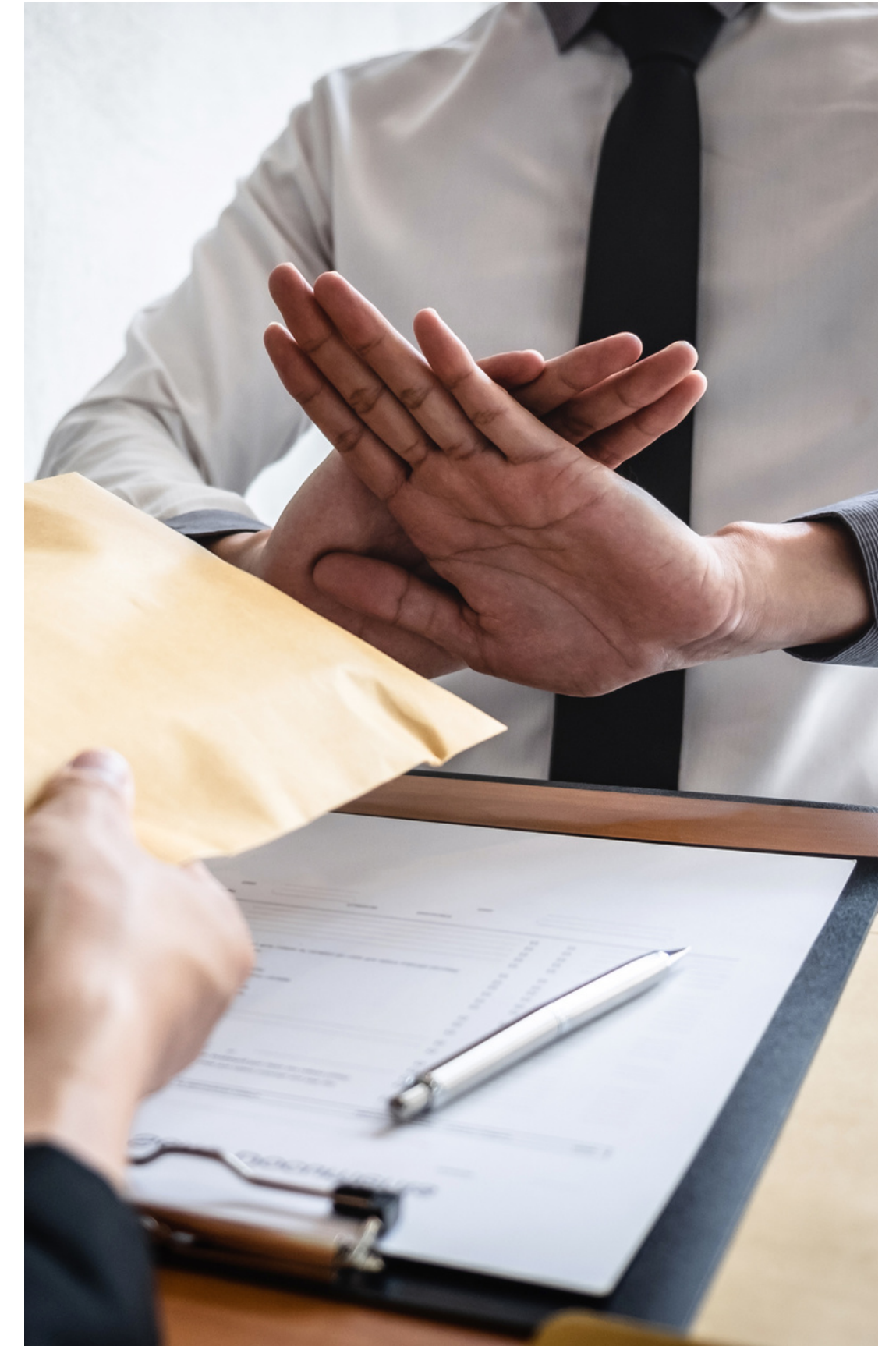
Anti-Corruption

A zero-tolerance approach to bribery and corruption

Cono Group enforces a strict zero-tolerance policy against bribery and corruption, as set out in our Anti-Corruption Policy and Code of Conduct. All employees, Board members, contractors and representatives are prohibited from offering, accepting or soliciting bribes, facilitation payments, kickbacks or any improper benefit intended to influence a business decision — whether directly or through a third party. We maintain clear controls around gifts, hospitality and conflicts of interest, including defined thresholds and mandatory prior approval for any interaction involving public officials.

Our Political Interaction Procedure distinguishes routine regulatory engagements from sensitive interactions and sets clear rules for approval, conduct and documentation. Cono Group does not sponsor political campaigns, parties or candidates. To manage external risk, we conduct due diligence on third parties, including suppliers and strategic partners, and require adherence to our anti-corruption standards.

These controls are supported by digital conflict-of-interest, gifts and political-interaction declarations, creating traceable records and strengthening oversight. Supported by training, monitoring and confidential reporting channels, these measures reflect our commitment to conducting business with integrity. During the reporting period, no confirmed incidents of corruption were identified across Cono Group.



SECTION 9

Appendix

Further information and the value of pulses

The Value of Pulses

At Cono Group, legumes are not just a strategic crop — they are at the core of our agricultural expertise. Chickpeas, beans, and peas are central to our operations, combining performance, quality, and sustainability.

These crops offer significant environmental, nutritional, and economic benefits. According to the FAO, legumes contribute meaningfully to sustainable agriculture. At Cono Group, we actively promote their responsible production, recognising their key role in food security and environmental stewardship.

01

NOURISHING PEOPLE

Pulses are rich in plant protein and dietary fibre and provide important vitamins and minerals. Shelf-stable and versatile, they contribute to nutritious diets and diverse food applications around the world.¹

02

USING WATER WISELY

Pulses generally require less water than many other protein sources. Many pulse crops are also well suited to dry environments, making them especially valuable where water availability is limited.²

03

SUPPORTING SOIL HEALTH

As legumes, pulses work with soil bacteria to fix atmospheric nitrogen. This can reduce the crop’s need for synthetic nitrogen fertiliser and, within well-managed rotations, support nutrient cycling, soil biodiversity and soil structure.³

04

STRENGTHENING SYSTEMS

Adding pulses to crop rotations increases diversity and can help suppress pests and diseases. Well-designed pulse rotations can also improve resource-use efficiency and strengthen the performance and resilience of farming systems.^{3 4}

1. FAO, Nutritional Benefits of Pulses (2016)
2. FAO, Pulses are key to food security, healthy diets and sustainable agrifood systems (2021)
3. FAO Global Soil Partnership, Pulses and soils: a dynamic duo (2024)
4. Liu et al., Diversifying wheat-based cropping systems with pulse crops enhances ecosystem services (2025)

